

Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Adults & Health	Service area: Intregrated Commissioning
Lead person: Kate Daly	Contact number: 0113 3786027

1. Title: Investment within additional drug prevention, treatment and recovery provision within the city

Is this a:

- Strategy / Policy**
 Service / Function
 Other

If other, please specify

2. Please provide a brief description of what you are screening

Office for Health Improvement and Disparities (OHID) has recently announced a number of grants for local authorities to deliver the treatment element of the Government’s 10 year Drug Strategy – From Harm to Hope. This new funding builds upon the grants previously received and their overall aim is to increase the number of people in treatment (20% nationally), reduce drug related deaths and to improve service quality through the reduction of caseloads by increasing the staffing levels across treatment services. There are also further grants from OHID for engaging and working with those at risk of rough sleeping, and providing increase provision for medically managed detoxification. In addition, the Probation Service is due provide additional funding to enhance the treatment and recovery services for service users engaged with criminal justice agencies. The total of amount of funding is still to be confirmed but due to to be in the region of £4 million for 2022/23.

Leeds City Council has worked with a range of partners to develop separate proposals for each grant based on the approved intervention areas detailed by OHID within their grant documentation. The proposals include:

- Increase strategic leadership and commissioning officer resources within the council's public health and commissioning teams
- Increase and enhance prevention, treatment and recovery provision within Forward Leeds. This will involve increasing capacity across several teams including the Active Recovery Team, Focussed Intervention Team, Hospital In reach Team, Harm Reduction Team, Co-Occurring Mental Health Alcohol and Drug Team, Clinical Team. These will enhance recovery support in communities, improve physical health and wellbeing assessments and support, provide prescribing support to the assertive outreach service, increase medically managed inpatient detoxification provision and increase numbers in treatment and completing treatment successfully
- Continue the additional capacity for residential alcohol detox and / or rehabilitation capacity within Leeds
- Integrate and improve care pathways between criminal justice settings and treatment through the continuation of additional support workers within the Integrated Offender Management support service

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?		X
Have there been or likely to be any public concerns about the policy or proposal?		X
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	X	
Could the proposal affect our workforce or employment practices?		X
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity 		X

- | | | |
|--|--|--|
| <ul style="list-style-type: none"> • Fostering good relations | | |
|--|--|--|

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

As part of the funding requirements, the council has worked closely with key stakeholders (including existing providers and criminal justice agencies) to develop proposals, which will achieve the intended outcomes. This joint development work has been informed by considerable baseline information and local knowledge, including but is not limited to baseline public health information, service user characteristics, service delivery statistics, service user feedback and known barriers to service engagement.

The service providers regularly seek and receive feedback from their service users, and this will continue as part of these new funding arrangements.

As part of the contract and grant management, the providers provide demographic information regarding service users and their characteristics.

- **Key findings** (think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

The new funding builds upon previous funding allocations, and is intended to contribute towards the delivery of the treatment element of the Government's 10 year Drug Strategy – From Harm to Hope. The proposals have been jointly developed within Leeds to increase the number of treatment and recovery spaces, and will also improve the quality of the service through the reduction of caseloads for the recovery coordinators. This should achieve positive impacts for all those engaged with the service, in terms of achieving their personal goals and objectives (and positively contributing to society).

Some of the funding is being provided to enhance service provision and outcomes for

particular population groups such as rough sleepers or those at risk of, and those who are engaged within criminal justice agencies. Performance against intended positive impacts for these populations will be monitored through the quarterly contract monitoring returns and regular service user feedback exercises. Service changes and mitigation measures will be implemented to ensure that these groups are engaged within the service (e.g. increase in the numbers of outreach workers)

The successful delivery of the proposals will require an increase in the workforce across the Forward Leeds service, which will provide a wide range of employment opportunities. Some of these will be specialist clinical roles, however there will be roles potentially accessible to those with lived experience of substance misuse and living locally to the service hubs. Forward Leeds are evaluating various ways (including values based recruitment) and working with partners (e.g. Employment Leeds) to ensure the citizens of Leeds can benefit from this new investment within the city. There is also an increase in the number of opportunities within the council both within public health and commissioning.

- **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)

The aim of the new funding is to deliver a world-class treatment and recovery drug and alcohol service within Leeds, which directly contributes to the Best Council Plan's overarching vision of tackling poverty and reducing inequalities. The council will continue to undertake consultation around the proposals and their development with the existing drug and alcohol treatment providers, the IOM support service provider, the IOM project team (including Safer Leeds, West Yorkshire Police and the Probation Service) and other key stakeholders. This engagement will help plan for further investment in drug and alcohol services within the city.

Performance frameworks and monitoring processes will be put in place by the Adults and Health commissioning team to ensure value for money, the delivery of intended outcomes and improved service quality. In addition, the council will provide OHID and the Probation Service with performance information to meet their requirements.

5. If you are *not* already considering the impact on equality, diversity, cohesion and integration you *will need to carry out an impact assessment*.

Date to scope and plan your impact assessment:	N.A
Date to complete your impact assessment	N.A
Lead person for your impact assessment (Include name and job title)	N.A

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Jule Staton	Head of Commissioning	13 th May 2020
Date screening completed		10 th May 2020

7. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions or a Significant Operational Decision.**

A copy of this equality screening should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached screening was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent: 13.05.22
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: